to candidates. We are also looking for a very specific skill set which appears to be in short supply in Canada. Finally, we have also encountered hesitation on the part of some candidates to work for a company with its roots in India and which continues to move employees regularly between our Canadian and Indian operations due to our Offshore-Onsite software development model.

For this particular position, advertisements were posted on various website including TCS' own career page with Taleo, Monster, and the Canadian Job Bank. The Job Bank advertisement was posted from ████████████ 2011. The Monster advertisement was posted from ████████████ 2011. Copies of the advertisements that were posted are attached. We have also included printouts of the lists of jobs currently being advertised in Canada to demonstrate our ongoing efforts to hire Canadians for a variety of roles.

These efforts resulted in a total only one applicant. This resume was reviewed; however it did not meet our basic requirements. Therefore this candidate was not interviewed in person. As this applicant was rejected, we did not check their citizenship or permanent resident status.

We determined that Mr. ████████████ as the only qualified applicant and he was offered the position. Other candidates either did not have the required experience or skills or did not meet our other requirements.

TCSL, with its wholly-owned subsidiary, TCS Canada, is a global leader in IT industry. This will continue to create jobs in Canada and bring benefits to the Canadian economy. Thank you for your consideration.

Yours Truly,

[signature]

Mr. Vishwas Sharma
Human Resources - Manager
Tata Consultancy Services Canada Inc.
Canada

PROJECT ROLE DESCRIPTION
for Specialized Knowledge

1.

Employee Name: xxxxxxxxxxxxx	Employee No: xxxxx

2. Client Name and Address: ████████████████████

3. Duration of project: 24 months

4. TCS Employee's Functional Title at Client Location: xxxxxxxxxxxxxx.

5. TCS Employee's direct TCS supervisor at the client site and their Title:

Name of Direct TCS Supervisor	Title
Xxxxxxxxxxxxx	Business Relationship Manager

6. Specialized nature of the project:

TCS Technologies or Methodologies (NOT TOOLS) in which the employee has become an expert (NOT SEI-CMM, NOT iQMS, NOT ISO)	Purpose & Benefits to this Project of Using the Technologies or Methodologies
Integrated project management System (IPMS)	Integrated project management System (IPMS) is an innovative tool which helps to automate project management activities. IPMS helps in making simpler the traditional and complicated project management system and introduces the quality clause in the process.
Revine	Revine will be used to abstract business functionality, understand functional behavior, create reports and documents, create data–flow rules, analyze the application source code, and extract application structure and program flow.
Infrex	Infrex will be used used for grouping the business rules and coding with seamless integration across multiple generic applications. It also takes care of version control and maintenance of business rules
JCLSYNC	JCLSYNC is used to compare the test jobs with production jobs. It will identify the changes made to JCL and help in analyzing the changes before

TCS Employee's specific DUTIES within the project

No.	Duty	% of Total Work
1	**Analysis —** • To analyze the existing legacy system components and extracting the business logic and rules using **Revine**	5%
2	**Project Planning**—To divide and schedule the project into phases and creating Work Breakdown Structure (WBS) for a project using **IPMS**	5%
3	**Designing**—Developing data models, entity relationship diagrams, and plans using **Revine**	15%
4	**Developing**—Coding for the modules when there is a change required for business rules using **Infrex**	15%
5	**Issue Management**—Logging issues and tracking actions taken and forwarding and escalation of issues using **IPMS**	25%
6	**Defect Management** — Initiation of Review and Logging, tracking and closing the defects using **IPMS**. Debugging the defects identified and fixing them, comparing the test jobs with production jobs using **JCLSYNC**	10%
7	**Risk Management**—Identifying, assessing and prioritizing risk items and evaluating its impact and managing and reporting rules using **IPMS**	15%
8	**Production Support**—Fixing the identified bugs in the existing application by finding the root cause.	5%
9	**Coordination** — Performing Offshore-Onsite Coordination by gathering requirements from the Clients and conveying them to offshore Team	5%

Date:

Canadian High Commission
Delhi

Dear Officer,

In support of below mentioned associate's application for Canadian Work Permit, we provide the following information.

Employer in India	Tata Consultancy Services Ltd. ("TCSL")
Proposed employer in Canada	Tata Consultancy Services Canada Inc. ("TCS Canada")
Relationship between companies	TCS Canada is a wholly owned subsidiary of TCSL.
Applicant	*****
Role in India	IT Consultant/Software Developer
Proposed Role in Canada	IT Consultant/Software Developer
Duration	** Months
Location	****, **
Educational Qualification, Institute, and year of passing	Degree name in specialization from university name in month, year. City, State, country
Date of Joining TCSL	███████

The Position in Canada
Mr. /Ms ***** has been assigned/ seconded to a project with TCS Canada. The project involves software development and implementation for one of our Canadian clients, Client Name., in City, State

The Specialized Nature of the Project
The project is specialized in nature, as it requires specialized knowledge and expertise of TCSL's proprietary tools, **Revine, Infrex, Data Migration Tool (DMT), and JCLSYNC** in order to successfully complete objectives of the project. **Revine** is used to abstract business functionality, understand functional behavior, create reports and documents, create data–flow rules, analyze the application source code, and extract application structure and program flow. **Infrex** is used for grouping the business rules and coding with seamless integration across multiple generic applications. It also takes care of version control and maintenance of business rules. **DMT** is used to generate COBOL programs for migrating and transforming data from one file to another based on the source and target file structures and the mapping rules specified by the user. **JCLSYNC** is used to compare the test jobs with production jobs. It will identify the changes made to JCL and help in analyzing the changes before the code is finalized.

The Position within the Project

Mr. /Ms ***** will work as an IT Consultant/Software Developer and will be responsible for using TCSL's proprietary tools, **Revine, Infrex, DMT, and JCLSYNC** for the successful completion of the project. Mr. /Ms ***** will be responsible for analyzing the existing legacy system components and extracting the business logic and rules using **Revine,** coding for the modules when there is a change required for business rules using **Infrex,** developing data models, entity relationship diagrams, and plans using **Revine,** coding based on the designed data model and the interaction diagrams using **DMT**, preparing test plans and performing unit testing, interaction testing, and regression testing, conducting code walkthrough and reviewing internal and external quality assurance in the applications, debugging the defects identified and fixing them, comparing the test jobs with production jobs using **JCLSYNC**, updating the code into production with proper version, and improving the performance of the application by refining the data model.

To accomplish the project objectives, TCSL is using its proprietary, internally designed, ISO 9000 certified, offshore development processes and its exclusive development, testing and quality assurance tools and procedures in this project. At all times while in Canada, Mr. /Ms ***** will remain a full-time salaried employee of TCS Canada and will be paid an annual salary of not less than $**,000.00

The Specialized Knowledge of the Applicant
Mr. /Ms ***** has gained an in-depth specialized knowledge of TCSL's proprietary development procedures, methodologies, and tools that will be integral components used in this project. ***** gained expertise in TCSL's proprietary tools **Revine, Infrex, DMT, and JCLSYNC** while working on the same project since April 2006 at the offshore location in Chennai, India. During this period, responsibilities have included analyzing the business requirements and system specifications to understand the application, creating low level design based on the requirements and high level design document using **Infrex,** coding new modules using **DMT**, creating system test plan, preparing use cases, test plans, and entity relationship diagram using **Revine**, creating and reviewing test scenario and test case based on requirement and document design, tracking the test plan and test specification, preparing unit test the converted components using **JCLSYNC**, performing technical documentation and user manual preparation, and fixing the identified bugs by finding the root cause.

Prior to that, the applicant used TCSL's proprietary tool **Revine** while working on similar projects from ██████████████████ at the offshore location in ██████████ He/ She was responsible for analyzing the business requirements and system specifications to understand the application, creating system test plan, and analyzing the program flow using **Revine.**

Please note that **Mr. /Ms ******* will at all times be supervised by his/her TCS Canada Project Manager, **Mr. /Ms ******,** and will not be supervised by employees of Client Name. Please also note that the proprietary TCSL tools described above are not merely incidental tools that will aid **Mr. /Ms ******* in doing his/her work. Rather, these proprietary tools are what separate TCSL from its competitors (no other company has or is authorized to use these tools) and **Mr. /Ms ******* extensive training in the use and

application of these tools makes him/her extraordinarily valuable to our TCS Canada project team.

As outlined herein, Mr. /Ms ***** specialized knowledge of TCSL's proprietary development procedures, methodologies and tools are essential to successfully carry out this assignment as IT Consultant/Software Developer on this project. Accordingly, we respectfully request that the applicant's entry visa be issued, so that the applicant can work in Canada as a specialized knowledge professional on behalf of TCS Canada.

Thank you for your kind attention to this matter.

Sincerely,

Name:

Title: